



## TUPE POLICY

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### PURPOSE

ELATT is aware of the Transfer of Undertakings (Protection of Employment) Regulations 2006 and its legal obligations regarding the same in any relevant business transfer in the capacity of either transferor or transferee.

### CONSULTATION

ELATT understands that where a relevant business transfer exists there is an obligation to consult with potentially affected employees or their representatives. Consultation will take place with individuals who are to be transferred, those who do not transfer but whose jobs may be affected by the transfer and colleagues of the other employer whose jobs may be affected by the transfer.

ELATT recognises that information must be provided to employees or their representatives prior to consultation regarding the following:

- When and why the transfer is going to take place
- The legal, economic and social implications of the transfer for affected employees
- Details of any action that may be taken in connection with the transfer and whether the new employer (be it ELATT or the other party) may take action in connection with the transfer

Consultation will be taken with a view to seeking the agreement of employees or their representatives to the measures that the new employer is intending to take. ELATT will play their appropriate part in the consideration of any representations and providing a response.

### VARIATION TO TERMS AND CONDITIONS OF EMPLOYMENT

ELATT recognises that the implementation of changes including the variation of terms and conditions of employment are not normally permitted under the regulations and can only be affected by the new employer if there is an economic, technical or organisational reason for doing so and where the reason is not due to or connected to the transfer.

NB: The information provided above neither covers all aspects of the TUPE Regulations, nor outlines all the organisation's obligations as a result of any relevant business transfer but is intended to demonstrate ELATT's commitment to their legal obligations with regard to the key processes that potentially affect employees subject to a TUPE transfer.